



G.A. Bullet-in

THE OFFICIAL PUBLICATION OF THE GOVERNMENT ARSENAL, DEPARTMENT OF NATIONAL DEFENSE



CARTRIDGE DIVISION



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October 2013 Issue

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GA Modernization... An Accurate Shot to the Future

EDITORIAL

Transcending the Basic at Forty-Six...

The Government Arsenal (GA) celebrates its forty-six founding anniversary this October 12, 2013. It is comforting to claim and say that the GA is now transcending from the basic, from what it has been solely doing for over 40 years, i.e. the manufacture of ammunition.

Last year, the GA started with the repair and refurbishing of used firearms turned-over by the AFP, which becomes a continuing commitment of this bureau, and later on, upgrade of the basic weapon of soldiers into M4.

The GA likewise took upon itself the initiative to encourage more shooting competency training or familiarization firing by the various AFP units inside the camp, as part of its advocacy on training and empowering our soldiers.

This year's anniversary celebration becomes more relevant, with the GA having been declared as ISO 9001-2008-certified, effective 22 August 2013, after passing the stringent audit conducted by the private certifying agency. It took some time internalizing the ISO principles in GA's production systems and procedures, and finally, we have it! It is a seal of conformance to performance standards, to which GA is now compliant.

Director's Corner

This year's 46th Anniversary of the GA is really worth celebrating, as we are finally ISO-certified! Having been given the ISO 9001:2008 certification has greater impact on and enhances the quality of our operations. I congratulate the GA workforce for cooperating towards this endeavor.

But bear in mind that this is not our ultimate goal. I present to all of you the challenge towards the Management's intent to acquire other ISO certifications to further uplift the quality of GA products, operations and related concerns. We are just one step forward.

As we give recognition to the men and women who showed performances high above the rest this year, and those who have rendered years of faithful service to the GA, may they serve as inspiration worthy of emulation by the rest of you. I believe there will still always be something to improve how seemingly routine our work may be, something to bring about efficiency, something to reduce cost, improve existing material or product, or something to solve in the process. Let us be observant, vigilant, dynamic, creative...

Happy 46th ARAW ng ARSENAL to the GA workforce. MABUHAY ANG ARSENAL!

GA Bullet-in Editorial Board and Staff

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GA is ISO 9001:2008 CERTIFIED

After a span of more than two (2) years educating and equipping the Government Arsenal (GA) personnel on ISO 9001:2008-based Quality Management System (QMS) through the conduct of DND-sponsored capacity building seminars and advocacy efforts; preparing the needed documentation with technical assistance from the Development Academy of the Philippines (DAP) and the Office for Defense Reform (ODR)-DND; and successfully hurdling the certification audit conducted by the Anglo Japanese American (AJA) Registrars, Inc, GA was finally declared ISO 9001:2008-certified effective 22 August 2013.



This is another milestone in the GA's operation under the leadership of Director Jonathan C Martir, in his pursuit to continually improve the effectiveness and efficiency of GA operations for the benefit of all its stakeholders. The GA QMS Project is headed by its Assistant Director, Engr Villamor B Villa, the Quality Management Representative (QMR), supported by the different GA key personnel and other staff, who composed the GA Quality Management System (QMS) Technical Working Group (TWG). Ms Marita Cazenas provided the over-all administrative support to the project, while the ODR-DND extended technical assistance through their researchers Misses Jessamine C Ver and Valerie A Tagle,

The project, under the headship of Ms Penelope Pamittan as Project Manager, is part of the Philippine Defense Reform (PDR) Project of the DND in its quest for excellence and in response to Executive Order No. 605 - Institutionalizing

the Structure, Mechanisms and Standards to Implement the Government Quality Management Program to Effect Improvement in Public Sector Performance. Other DND agencies / AFP Unit that were already certified compliant to ISO 9001:2008 are the ODR, PVAO, VMMC, PMA and 410th Maintenance Wing of the Philippine Air Force.

Fundamental to any organization is for its people to have adequate foundational knowledge of its beginnings, organizational beliefs and policies to enable them internalize the importance of the company's existence and live up with its established norms and standards that will provide a motivational work atmosphere wherein the effort of the people propels naturally in one direction under the spirit of unity and deep commitment to duty aimed at meeting, satisfying and delighting the clients through continual improvement utilizing the IS requirements. This is the very essence of a quality management system that becomes more evident at GA with the adoption of the ISO 9001:2008 process-based approach.

To all the GA workforce, let us commend ourselves for this successful project which was made possible through our collective efforts, cooperation and dedication to a worthwhile undertaking. The more that we should be continuously committed to this cause, bearing in mind that the ISO 9001:2008 certification we obtained is only the icing of all our efforts that is driven by a more lasting and concrete will power to sustain, if not surpass it. (by: Ms Marita Cazenas)

Awardees 2013

DIVISION MODEL EMPLOYEES 2013

OFFICE OF THE DIRECTOR

MR MAURO S TAYAM



ADMINISTRATIVE DIVISION MR ANGEL L FAILANO



PLANNING & LOGISTICS DIVISION

MS OFELIA M DURANTE



FINANCE & MANAGEMENT DIVISION MS ELSA N MENDOZA



QUALITY ASSURANCE DIVISION

MR DOMINGO G SOLANO



ENGINEERING DIVISION MR ANTONIO S SABINO



CASE & BULLET DIVISION

MR MARCELINO DL QUICHO



EXPLOSIVES DIVISION MR MANUEL G CORTEZ JR



CARTRIDGE ASSEMBLY AND PACKAGING DIVISION

MR ALEXANDER S MACAPULAY



CSC / DND AWARDEES

GA EXEMPLARY SUPERVISOR



Mrs. Laura G. Marbil is the Assistant Superintendent of Administrative Division. Her long years of experience has gained her expertise on personnel matters and administrative functions as well, and her dedication to work contributed a lot in the accomplishment of the functions of the Division. She closely supervises the four (4) sections of the division which helped a lot in the smooth flow of operations. She promptly acts on communications and observes deadlines for submission required by GA and outside offices, and makes immediate and best decisions as possible on admin-related concerns, in the absence of the Superintendent. She is very accommodating and helpful to GA personnel and clients visiting the Admin office for assistance.

GA EXEMPLARY EMPLOYEE



Mr. Manuel Cortez is the Chief, Cup & Anvil Group, Primer Plant. With his long years of experience in primer manufacture, coupled with his ingenuity and dedication to work, he was able to improve the efficiency of one unit Anvil Punching machine by increasing the diameter of the pulley of the electric motor driving the cam shaft. As a result, the output per shift on anvil manufacture increased by 24,000 pieces. This innovation contributed a lot in the timely accomplishment of the Division's committed production workload.

GA MODEL SUPERVISOR



Mr. Florencio Cruz is the Chief, Technical Section, Case & Bullet Division. Being a supervisor concerned with the welfare of his personnel, he initiated the design and fabrication of a polyglass sliding protective cover for the painting closet or cabinet being used in the spray painting operation on Teflon-coated bullets. The improvement minimized the inhalation of fumes by the operators, which was previously very uncomfortable to them despite the use of personal protective equipment. In addition, Mr. Cruz designed and fabricated a turn table for the painting tray, which facilitates the painting process.

GA MODEL EMPLOYEE



Mr. Marcelino Quicho is a senior munitions operator in Case & Bullet Division whose initiative and dedication to work paved the way in solving the problem of the division on obstructed vent hole in Cal .45 cases during in-process production. He came up with the idea of revising the sequence of operation in Cal .45 case production process such that, Venting is performed after Head Turning and 2nd Trimming operations that eliminated trimmings and burrs to lodge into the vent hole.

Awardees 2013



SPECIAL AWARDEES

GEN ANTONIO LUNA STATUETTE AWARD

GOVERNOR ALBERT S. GARCIA



For sponsoring during his term as Congressman of the 2nd District of Bataan, HB No. 76, an act providing for the modernization of the Government Arsenal and appropriating funds thereof.

MAYOR LILVIR ROQUE



Mayor Municipality of Limay. For invaluable assistance rendered in the dredging of Lamao River to prevent flooding/overflowing of water from the river that may pose danger to VSJ residents and nearby communities.

MR MANUEL D SUNICO

For his invaluable services to GA as consultant. Mr. Sunico provided technical assistance to SARUU personnel in the refurbishing and upgrade of weapons.

MR JOHN PETER S MELENDRES

Resource Speaker in the conduct of in-house Advanced Marksmanship Training (AMT). Mr. Melendres selflessly shared to the participants of the course his marksmanship skills, expertise and technical know-how on the proper use of weapon during firing.

MS MARITA S CAZENAS



For her dedicated involvement and focus in all the stages of the GA QMS-ISO Project to ensure compliance to all the documentary requirements, which paved the way for GA's ISO 9001:2008 certification effective 22 August 2013.

PLAQUE OF COMMENDATION

CASE & BULLET DIVISION

For having successfully carried out the modification of Cal .45 case primer pocket to be able to adapt to the use of small pistol primers in Cal .45 ammunition; and production of 210-grains Cal .45 bullets which was made possible with the revision of the total length and weight of the existing lead slug and jacket cup.



pistol primers in Cal .45 ammunition; and production of 210-grains Cal .45 bullets which was made possible with the revision of the total length and weight of the existing lead slug and jacket cup.



MR VICTOR N FABRIGAS JR. (Posthumous Award)

For his invaluable and dedicated service as Group Chief in the Small Arms Repair and Upgrade Unit (SARUU). His hands-on close supervision of the SARUU personnel, especially during the inception stage of the project, was very instrumental in the successful and timely refurbishing of the first 200 units M16 Rifle turned-over to the AFP in the later part of 2012.

MR RENNOR C CLAVEL



For his being able to activate one unit non-operational Loading & Assembly machine of the Cartridge Loading & Assembly Division with corrupted PLC, by replacing it with relays which are cheaper, and likewise upgrading the eight (8) other units old L & A machines adopting similar innovation which resulted to cost savings and operational efficiency.

MR ANTONIO S RODRIGUEZ



For being able to fabricate a mini-grader blade, and mini-bucket out of used materials and scrap metals which were effectively used in the forklift for grass clearing and material handling activities. Said improvements help the warehouse personnel discharge their work with lesser effort and shorter period of time.

SG1 JIMMY M. VELASCO

For his invaluable services as member of the GA security force, where he was able to apprehend a GA personnel while illegally extracting diesel fuel from the Hino bus on July 6, 2013 at the TMS garage during his tour of duty.

PLAQUE OF APPRECIATION

MS JUNILENE E VIESCA

Chapter Administrator, Philippine National Red Cross, Bataan. For her invaluable support and immediate response to the GA personnel and their dependents needing blood for transfusion in times of emergency.

"Continuous effort, not strength or intelligence, is the key to unlocking our potential." -Winston Churchill

MANAGING THE GOVERNMENT ARSENAL IN THE 21st CENTURY

Most of the pioneers in the GA way back in 60's and 70's were already retired, but with long years of experience and competency acquired by the next generation supervisors, the GA is aptly prepared for bigger tasks in the years ahead. The GA's production workload has been increasing through the years, and hence, the workforce has substantially been increasing to sustain the operations. It pays to know about GA's current organization and functions and the key officials managing the various operations of the Bureau. The GA operates with the following offices / divisions under their incumbent heads:



OFFICE OF THE DIRECTOR

The Government Arsenal (GA) is presently managed by its able Director Jonathan C Martir AFP (Ret) and Assistant Director Engr Villamor B Villa.



Dir. Jonathan C Martir AFP (Ret) assumed his directorship in GA on April 5, 2010 as per Department Order No. 77 dated March 31, 2010. A bemedalled and well-educated General, Dir. Martir had a very colorful military life, where he developed and gained vast knowledge and skills in weaponry, communications, electronics and information systems, besides being a top shooter and sniper in the AFP; attributes which would soon find their way as perfect match for his second career in GA as a civilian official. With his over three and a half years as head of GA, various programs and projects were carried out, and still more on the drawing board, which would eventually boost GA's capability.

Dir. Martir believes in the immense potential of the GA in enhancing the *in-country Self-Reliant Defense Posture*

Program, to provide the AFP and other law enforcement agencies with sufficient ammunition, weapons and other munitions requirements.



Engr Villamor B. Villa, a licensed Mechanical Engineer, rose from the ranks through his 38 years of service in the GA. He was Project Manager to the 5.56mm Loading & Assembly Conversion Project which was completed in 1983. Having been assigned in the three manufacturing plants, as well as in Planning & Logistics Division, Quality Assurance Division and Engineering Division; and having completed the 36 units academic requirement in Master in Public Administration, he has practically gained all the required knowledge and skills to assist the Director in managing the entire GA operations.

Engr Villa has this advice – “Consider yourself as an investor of the organization. Maximize the utilization of your resources so that your own investment will grow.” He still believes in the old adage, “Do not do to others what you don’t

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want them do to you."

GA METRO MANILA LIAISON OFFICE / STRATEGIC MANAGEMENT OFFICE



The GA Metro Manila Liaison Office (GAMMLO), with 8 personnel, provides liaison services for GA's administrative and logistics concerns. The office is primarily responsible in coordinating with other DND offices, bureaus and AFP units as well as other government and private institutions, in support of GA's mission.



Mr. Roger S Gamban, Chief of the GAMMLO, has been employed with GA for over 6 years, after his early retirement from the military in 2006. A graduate of B.S. in Commerce, major in Business Administration, he is currently pursuing Post Graduate studies, taking up Master in Public Administration.

Mr. Gamban also heads the Strategic Management Office (SMO) in concurrent capacity, since July 2012. The newly created office is responsible for the modernization thrusts of GA, sets multi-term goals and objectives towards the fulfillment of GA's mandates, and formulates strategies towards capability development.

Mr. Gamban advocates efficiency at work, with the bywords "BAWAT GAWA, DAPAT TAMA."

INTERNAL CONTROL OFFICE



The Internal Control Office (ICO), manned with 5 personnel, is committed to provide efficient and effective implementation of internal control system through timely conduct of management / performance audit and ensure that appropriate controls and sustained monitoring thereof are properly in place and updated for continual improvement.



Ms Marita S Cazenas, the incumbent ICO's Chief, had finished Bachelor of Science in Commerce major in Management, and is a holder of Career Civil Service Professional eligibility. She also has in her credit 24 masteral units in Public Administration. Ms Cazenas' over 26 years of valuable experience at GA included her prior assignment in Administrative Division regarding personnel administration, and as Chief, GA Metro Manila Liaison Office (GAMMLO). She was likewise deeply involved in the ISO 9001:2008 compliance of GA paving the way for the bureau's certification this August 2013.

Ms Te Cazenas recognizes that we should do things by heart where the presence of God dwells. This, in itself, is our reward. We should also get rid of corruption, and observe controls in everything we do because whatever position we are entrusted with, we are accountable to the omnipotent God.

SMALL ARMS REPAIR & UPGRADE UNIT



The Small Arms Repair & Upgrade Unit (SARUU), manned with 18 personnel, is a new addition to GA's organization, having been created on January 21, 2012 and tasked with the repair and upgrade of unserviceable M16A1 rifles turned-over by the AFP. It is likewise into the development of various improved versions of conventional weapons of the AFP. The unit is headed by Engr Dennis DS Chua and assisted by Maj Noel M Tiu PN (M).



Engr Chua started in GA equipped with a Drafting Technology course, and later persevered to earn his degree as a licensed Mechanical Engineer. He was further honed by his 26 years of technical experience in Engineering Division and Quality Assurance Division. and by his completion of 36 units academic requirements in Master in Engineering Technology.

Engr Dennis Chua believes that there is no end in learning, and that everyday, you learn something once you make a decision to do something, but in so doing, you have to want it, set it and do it one step at a time.

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GA SAFETY & SECURITY OFFICE

The GA Safety & Security Office (GASSO), manned with 131 personnel, is in charge with the safety and security of the entire GA camp; ground maintenance and janitorial services, and operation of the communications system. To maintain the proficiency of its civilian personnel, especially the security guards and military enlisted personnel assigned thereto, the GASSO conducts monthly advance marksmanship training, and likewise hosts the bureau's sports and health fitness activities inside the camp.



Maj Roberto B Sarmiento PA heads the GASSO for over 4 years now. He is an AB Political Science graduate with 20 years of military service.

He advocates discipline and respect, as tools for progress in the government.

HOSPITAL

The GA Hospital, manned with 20 personnel, is in charge with providing health care services to the GA workforce, military personnel assigned thereto, and their dependents; with extended services to the nearby towns/barangays, as part of GA's social responsibility to the community. As mandated in EO 366 and as per approved GA Rationalization Plan, management of the GA Hospital is due for transfer to DOH, although it will still continue to operate in its present location inside the GA camp.



Dra. Catherine Swin-Mendoza, MD assumed management of the GA Hospital since November 2007. She is a licensed midwife, nurse and physician, and presently taking up Masters in Management (MM).

Dra. Mendoza believes that health is for all, regardless of race, religion, wealth and political affiliation. Despite the impending transfer of the GA Hospital to DOH, she continues to have high hopes for said facility, as its medical staff and personnel continue to provide the same passion and dedication in caring for the health of the people they serve.

ADMINISTRATIVE DIVISION

The Administrative Division (AD), manned with 55 personnel, is in charge with personnel policies and administration, payment of salaries, benefits and claims; legal services; appointments and promotion; human resource development, records management; management information system; and transportation services.



Ms Amelita Q Omadto, the Superintendent of AD, is a licensed Chemist with some units in post graduate studies. She has over 29 years of valuable experience in the field of Quality Control, having been formerly assigned in Quality Assurance Division, before her present assignment. As Superintendent, AD, she is likewise designated as Chairperson of vital committees such as the Arsenal Program on Awards and Incentives for Service Excellence (APRAISE) and the Arsenal Selection Board (ASB).

Ms Ami Omadto agrees on the words quoted by actor Tom Hanks, that the only way you can control how you're seen is by being honest all the time. "Walang mapupuna kung walang nakikita."

PLANNING & LOGISTICS DIVISION

Planning & Logistics Division, manned with 34 personnel, is in charge with the preparation of short and medium term plans of the GA, and the preparation and implementation of the Annual Procurement Plan (APP) and the yearly production program; management of properties through receipt, storage, issuance, and disposal of supplies, materials and equipment.



Engr Flora D Aguilar, Superintendent of Planning & Logistics Division, is a licensed Chemical Engineer with over 38 years of fruitful service at GA, having been previously assigned in Engineering Division, Arsenal Modernization Office, Quality Assurance Division and

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Explosives Division. She is the incumbent Chairperson of GA TWG to the DND BAC.

FINANCE & MANAGEMENT DIVISION



The Finance & Management Division (FMD), manned with 22 personnel, deals with budgeting, general accounting and cost accounting functions, and is responsible in certifying availability of funds, obligation of funds, issuance of treasury warrants to liquidate obligations; and maintaining basic and subsidiary accounting records and books of accounts to reflect accurate and current financial information required by existing auditing rules and regulations and by management.



Ms. Mariamisma P. Abilir, the Superintendent of FMD, has 39 years of gainful experience with the GA. She has recently finished her Master's Degree in Public Administration, and is the incumbent Chairperson of the Arsenal Bids and Awards Committee.

ENGINEERING DIVISION



The Engineering Division, manned with 139 personnel, is in charge with providing technical support to the manufacturing plants such as design and development of components and products and establishment of raw materials and product specifications; fabrication of tools, dies, gages and machine parts; operation of utilities such as power and water; repair and maintenance of production and administrative equipment; and repair and maintenance of buildings and facilities.



Engr. Victorino D. Mones, a licensed Electrical Engineer heads the Engineering Division. Over 35 years in service at the GA where he started also in Engineering Division, Engr. Mones' technical and supervisory skills had been further honed by his experience during his assignment in various divisions such as Quality Assurance Division, Case & Bullet Division, Cartridge Assembly & Packaging Division and Explosives Division. He had also completed the academic units in the Masters Program.

Engr. Vic Mones believes that failures should not stop us from pursuing our goals, but rather, should motivate us to be better and make good next time, and that, we should take life easy by always having a happy disposition in life.

QUALITY ASSURANCE DIVISION



The Quality Assurance Division (QAD), manned with 64 personnel, deals with in-process inspection and acceptance of components and finished cartridges and acceptance inspection of raw materials, production supplies, tools, dies, and gages, and with the maintenance and calibration of measuring instruments and equipment used in the manufacturing plants. Its function extends to the conduct of tests on ammunition being procured by the AFP and PNP, upon request. The division is now into upgrade of its testing equipment.



Engr. Liwanag T. Buenaflor, a licensed Chemical Engineer, heads the QAD. With her over 30 years in GA, she has on her credits the experience as Industrial Safety Engineer, and valuable technical know-how in all the manufacturing plants, i.e. Case & Bullet Division, Explosives Division and Cartridge Assembly and Packaging Division, as well as in Engineering Division where she was involved in various developmental projects, and Planning &

Logistics Division. She earned 24 MBA units during her Post-Graduate Studies where she was conferred with Bachelor in Business Management degree.

Engr Ann Buenaflor lives by the "Rule of Consistency" as she strongly believes God is always consistent with His words, and there is no compromise when right is right and wrong is wrong.

CASE & BULLET DIVISION



The Case and Bullet Division (CBD) is manned with 183 personnel, and is in charge with the manufacture of cartridge components such as the cases and bullets for 5.56mm, 7.62mm and Cal .45. Aside from the main metal components of ammunition, CBD is likewise into the production of Teflon-coated Cal. 45 bullets, for the loading and assembly of training ammunition. The division is likewise into the development of improved versions of components, such as the very recent 210 grains Cal .45 bullets and Cal .45 cases for small pistol primers. Three new machines are coming in as part of equipment and capability upgrade program of GA.



Engr Jose C Bobadilla, Superintendent of Case & Bullet Division, is a licensed Mechanical Engineer with 35 years of valuable experience in the various plants such as Explosives Division and Engineering Division, aside from his present assignment. He was actively involved in developmental projects on primers, cases and bullets.

Engr Jo Bobadilla advocates teamwork in the accomplishment of production targets, and promotes efficient planning of resources and productivity to ensure 100% accomplishment of workload.

EXPLOSIVES DIVISION

The Explosives Division (EXD), manned with 97 personnel, manufactures the primer for various types of ammunition such as 5.56mm, 7.62mm and Cal .45; and in-charge with the re-processing of procured propellant powder from foreign source, in order to attain the desired Moisture & Volatile content and other properties before loading in the Cartridge Plant. The Primer Plant has an ongoing plan for modernization, particularly, the acquisition of a complete Assembly line to increase its production capacity.



EXD is headed by Ms Teresita L Vitug, an Industrial Engineer, with over 31 years of significant experiences in her previous assignments such as in Planning & Logistics Division, the Arsenal Modernization Office, Engineering Division, and Administrative Division. She has a master's degree in Business Administration (MBA) and also a Career Executive Service Eligible.

Ms Tes Vitug believes that as leaders, our advocacy becomes our legacy. Whatever good we say and do, what we live by and impart to those around us, are what they will remember and follow or pass on to others. She promotes integrity, competence and ethics in the workplace, which are all equally important in the exercise of our respective duties and responsibilities as public servants.

CARTRIDGE ASSEMBLY & PACKAGING DIVISION

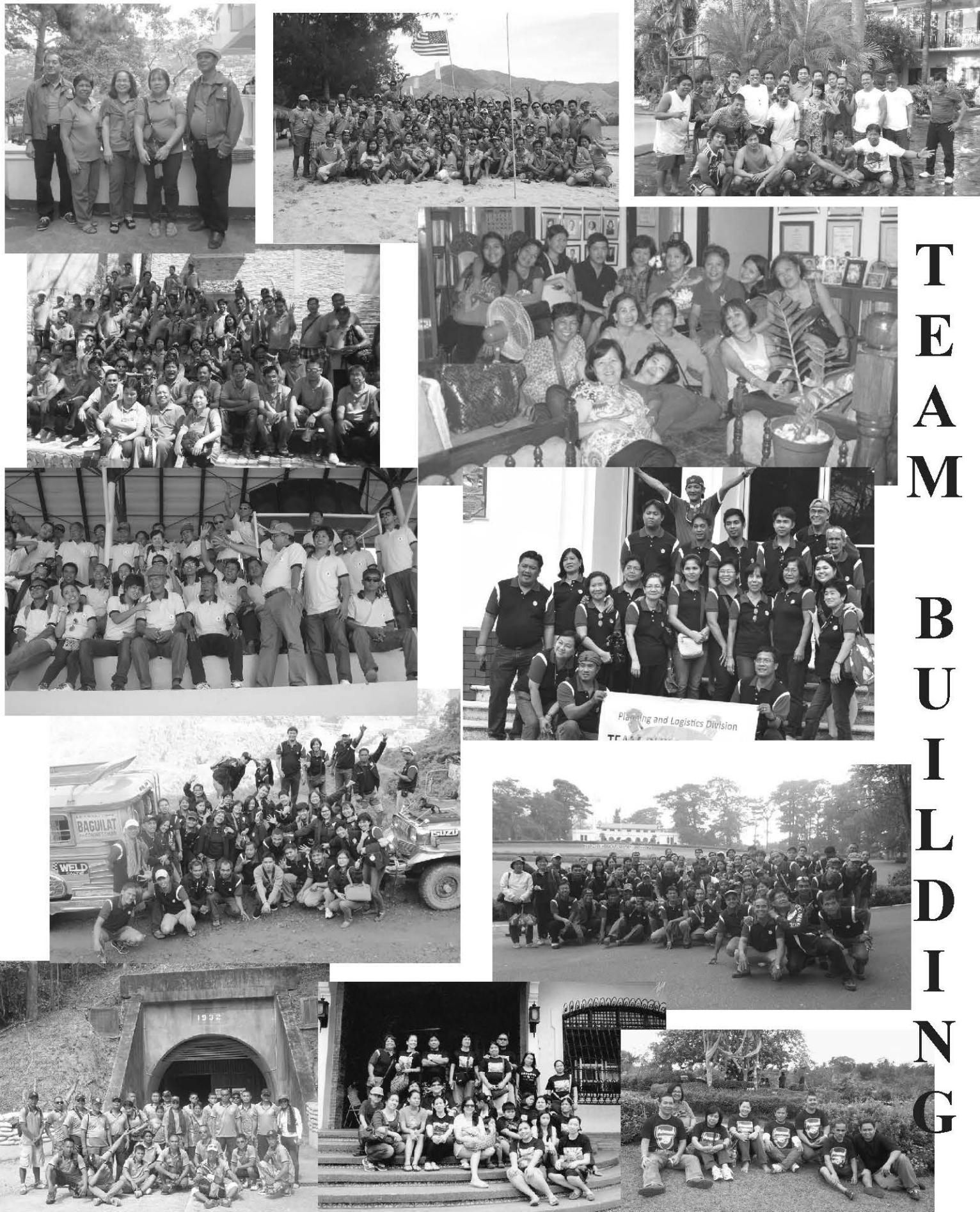


The Cartridge Assembly & Packaging Division (CAPD), manned by 140 personnel, is in charge with the assembly of the various components into finished ammunition, up to packaging, before final hauling by the various AFP units. It likewise manufactures the links and wire-bound crate for linked ammunition. With its newly acquired machines, the Weighing & Gaging machine and Priming machine, the division is geared towards higher production workload in the years to come.



CAPD is headed by Ms Avelina C Aliangan, an Industrial Engineer, who has been with the GA for 32 years and has acquired valuable experiences in Planning & Logistics Division, Quality Assurance Division and Engineering Division prior to her present assignment.

Ms Lina Aliangan lives by the principle of honesty, which she regards as important both in the performance of work, and in dealing with people.



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